Skidmore College
Title IX Policy for Staff (Interim)
2024-2025
August 1, 2024

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For emergencies or immediate assistance on-campus, please call Campus Safety at x5566

Reports Alleging Sexual & Gender-Based Misconduct Involving a Skidmore Faculty Member:

Reports Alleging Sexual & Gender-Based Misconduct Involving a Skidmore Faculty/Staff Member:

Off Campus:

II. Statement of Institutional Values

III. Scope of this Policy

This policy applies specifically to sex discrimination and sex-based harassment as defined by Title IX occurring on Skidmore College property or at other locations at which the College exercises substantial control over the alleged Respondent(s) and context in which the sex-based harassment occurs, and also includes such conduct occurring at any building owned or controlled by a recognized student organization. This policy also applies when such acts of sex discrimination or sex-based harassment occur away from Skidmore College property and similar locations identified above when they contribute to a hostile environment on Skidmore College property or in any education programs controlled by Skidmore College.

Staff

V. Terminology

Complainant:

Respondent:

Advisor of Choice:

An Advisor of Choice may not speak or communicate on behalf of the Complainant or Respondent.

Notice of Allegations

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- ***Disparate Impact***

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Sex-Based Harassment:

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Sexual Assault

- ____
- _____
- _____
- _____

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Timely Warning

of any criminal investigation or proceedings to commence its own investigation and provide supportive measures to the Complainant and protect the College community as necessary.

Timely Warning

If a report of sexual or gender-based misconduct under this policy or other policies discloses information indicating a serious or continuing threat to the Skidmore community, the College may issue a campus wide timely warning (which can take the form of campus flyers and/or thiop w-0.004 Tc 0.004 Tw [(s)--370 0 9Td [(tim